

# FY24 Cisco Bonus



20 September 2024

Dear Dr.Prakash,

I want to thank you for your contributions to our team and to Cisco in FY24. As we reflect on our accomplishments over this last year, I am pleased to share this Cisco Bonus as a way to celebrate our collective and individual success.

Congratulations!

Sincerely,

Kunwarjeet Sardar

## Bonus Details

Bonus Plan	Effective Date	Currency	Full Bonus Amount	Mid-Year Advance Bonus Amount	Year End Bonus Amount
Cisco	1 Oct 2024	INR	192,667	51,368	141,298

## Bonus Calculation (July 31, 2023 to July 26, 2024)

Bonus Plan	Individual Performance Factor		Company Performance Factor		Eligible Earnings for Period		Prorated Bonus % for Period		Full Bonus Amount		Mid-Year Advance		Year End Bonus Amount
Cisco	150.00%	X	61.0%	X	3,008,066	X	7.0%	=	192,667	-	51,368	=	141,298

Want to learn more about how your Year-End Bonus is calculated? Visit Employee Rewards at <https://cisco.sharepoint.com/sites/Compensation> to view Calculation Definitions, Video Demo, Proration Scenarios, FAQs and more.

In the event of any discrepancies between this employee compensation review statement and the employee's compensation history in Workday, the information within the Workday system shall be regarded as the definitive source of truth.